

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 477 – SB 1105

February 21, 2017

SUMMARY OF BILL: Enacts the *Tennessee Pay Equality Transparency Act* to mandate that an employer cannot: (1) prohibit employees from disclosing or discussing the amount of the employee's wages or the wages of another employee of the employer that has been disclosed voluntarily by the other employee; (2) prohibit an employee from inquiring about the wages of another employee of the employer; and (3) penalize an employee who discloses or discusses the amount of an employee's wages or the wages of another employee. Creates a civil cause of action for a violation of the provisions of the bill.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- The Department of Labor and Workforce Development is not required to investigate or enforce the provisions of the bill; therefore, any impact on the Department will be not significant.
- A violation can be handled through a civil cause of action.
- Any increase in civil court cases related to the provisions of the bill is expected to be accomplished within the existing resources of the court system; therefore, any impact on the courts is estimated to be not significant.
- Public employee salary information is currently public record; therefore, this legislation will not impact state or local government employees or employers.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- The provisions of the bill will not have any significant impact on commerce or jobs in Tennessee.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink that reads "Krista M. Lee". The signature is written in a cursive, flowing style.

Krista M. Lee, Executive Director

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